

Aruba Esso News

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LEC-Management Negotiation Results Summarized

A summary of results of negotiations concluded August 19 between the Lago Employee Council and management follows. Presented in brief form, it is not a full official account of all points covered, but for readers' information indicates basic factors and general principles that were agreed upon. Changes become effective September 1 unless otherwise noted.

Reduction of 48-Hour Work Week

A. With earnings maintained, 48-hour rotating shift schedules were reduced to 44.8 hours, and 48-hour day schedules and irregular schedules were reduced to 45 hours.

Through previous agreement with the LEC affecting operator and assistant operator rates, a retroactive adjustment will be made: operators and assistant operators will receive overtime payment for hours worked in excess of 44.8 per week from June 1 to Sept. 1. This will amount to approximately Fls. 262 for operators and Fls. 225 for assistant operators if all scheduled hours were worked.

New hourly rates were established to maintain earnings, inclusive of shift differential, for all employees whose work week was reduced.

B. A 22¢ per hour shift differential was established, payable on the same basis as the previous 13½¢ per hour differential.

Through previous agreement with the LEC affecting shift differential, a retroactive adjustment will be made: employees working shift other than operators and assistant operators will receive the difference between the 13½¢ rate and the 22¢ rate for each hour worked (for which a shift differential was paid) from June 1 to Sept. 1.

C. The following adjustments were made in Mechanical, Colony Service and equivalent hourly rates:

Present Hourly Rate - Day	Adjustment Per Hour	New Hourly Rate - Day Sept. 1, 1956
Fls. 2.72	12¢	Fls. 2.84
2.415	10¢	2.515
2.065	7½¢	2.14
1.87	6¢	1.93
1.74	5¢	1.79
1.625	5¢	1.675
1.48 (or lower)	5¢	1.53 (or proportionately lower)

D. The following adjustments were made in Private Staff Monthly salaries of 45-hour day employees:

Present Monthly Salary	Monthly Adjustment
Up to Fls. 400	Fls. 12
401 - 450	15
451 - 500	20
Over 500	24

E.-F.-G. Rates for daily-paid employees, salaries for 45-hour shift schedule employees and certain non-standard rates for 48-hour day schedule employees will be adjusted.

Reduction of 48-hour work week provides continued employment for approximately 100 employees in the Process Dept. who would otherwise have been subject to layoff if 48-hour schedules were maintained, creates about 50 job openings in various departments through the reduced work week, provides shorter shift hours and an increased differential, improves hourly rates and overtime payments for fixed-wage employees and establishes a basic work week for all Lago employees.

Benefits

A. The new contract will specify that existing benefit plans will not be eliminated, suspended, or deliberalized during the period of the contract.

B. Management will explore means of providing improved annuities on the basis of employees participating.

C. The company will pay 70 per cent of normal earnings to hospitalized employees instead of the previous 50 per cent, as disability benefits for such benefit periods as are provided under company policy.

Duration

The contract is a "closed end" type for the 18-months period Sept. 1, 1956 through Feb. 28, 1958, with a provision to discuss wages March 1, 1957. This means that neither party is required to bargain any parts of the contract for 18 months, with the exception of this specific wage discussion.

Grievances

A number of steps in the previous grievance procedure were eliminated, time limits have been defined for each step, and other improvements were made.

Discharges

It was agreed that the LEC will be notified in writing at least five days before the effective date of the discharge of a constituent.

Holidays

A. Holiday pay will be substituted for disability benefits when a holiday occurs during a period of certified disability, and the disability schedule will be extended accordingly.

B. Two-and-a-half times the regular rate will be paid for all hours over eight worked on a holiday.

(Continued on page 2)

Here's A Good CYI: Win Christmas Cash

One of the biggest things about Christmas generally is the size of the bills. One of the surest ways to have that extra bit of cash to meet them is to have a CYI accepted. And since it takes time to have a CYI processed, this is a good time to submit suggestions in order to have awards by Christmas time.

It doesn't take long, and it's no trouble to jot down ideas on a piece of paper. Every month an article in the Esso News lists CYI winners, so it can be done. CYIs are always welcome.

Thrift Foundation Anuncia Cambianan Den Fihamento

E Junta Administrativo di Lago Thrift Foundation a anuncia cambianan den reglanan pa prestamo siman pasá, proyectá pa reduci e sumanan di pago di prestamo cu e participantenan ta cometi pa haci. Segun anuncio di e Junta e cambianan, cu a bira efectivo September 1, a worde haci considerando problemanan di prestamo treci padilanti door di specialdonan den e plan y door di Special Problems Advisory Committee.

E problemanan aki tabata inclui e hecho cu e suma cu empleadonan ta cobra ta e suma reduci te cu 22½ por ciento door di pagamento di dos prestamo den un vez; cu solamente un maximo di tres luna di sueldo por worde prestá den un vez sin duna un motibo cu tin di haber cu cumplimiento di propiedad, trahamento di cas, of sortonan di emergencia special; y cu un di e intencionan principal di e plan -- furni un fondo pa e tempo cu e participante no por traha mas -- ta worde perdi for di vista. E reglanan nobo lo haci pagamento di prestamo mas facil pa participantenan, y na mes tempo lo protega e objectivo di Thrift Plan pa spaarmento pa futuro. Pa hopi empleadonan cu awor tin tanto prestamo regular como prestamo ariba termino largo ta corre, e cambio lo reduci nan deducionnan pa paga prestamo for di 22½ por ciento di nan ganamento te 10 por ciento, y e parti di nan ganamento cu nan ta disponible na placa efectivo lo ta 12½ por ciento mas cu anteriormente.

(Continúa na pagina 3)

Lago Thrift Foundation Makes Loan Changes

Amount of Loan Repayments Lowered; SPAC Active in Bringing About Changes

The Board of Administration of the Lago Thrift Foundation announced changes in loan regulations last week, designed to reduce the amount of loan repayments that participants are committed to make. According to the Board's announcement, the changes, which became effective Sept. 1, were made after considering loan problems brought up by employees in the plan and by the Special Problems Advisory Committee.

These problems included the fact that take-home pay for many employees was being reduced by as much as 22½ per cent by the repayment of two loans at once; that only a maximum of three months' earnings could be borrowed at one time without a reason having to do with purchase of property, building a house, or special types of emergency; and that one of the plan's principal jobs--providing cash reserves for the time when a participant can no longer work--was being lost sight of. The new regulations will make loan repayments easier for participants, and at the same time will safeguard the Thrift Plan's objective of saving for the future. For many employees now having both regular and long-term loans in effect, the change will lower their thrift loan deductions from 22½ per cent of their earnings to 10 per cent, and the portion of their earnings that they have available in cash will be 12½ per cent more than before.

Only one outstanding loan can be held at a time, repaid at a monthly rate of at least ten per cent of regular earnings. A total amount up to six months' regular earnings may be borrowed without giving any reason; this total would include any unpaid balance on a previous loan. For buying land, for buying, building or repairing a home, or for serious emergencies a total amount (including unpaid balance on a previous loan) up to 12 months earnings may be borrowed.

A further change is in the time intervals on loans. An amount up to six months' regular earnings can be borrowed no sooner than every six months; an amount over six and up to nine months' earnings at minimum 12-month intervals; and amounts over nine and up to 12 months' earnings at minimum 24-month intervals. In each case the

total that can be borrowed includes the unpaid balance on any loan the participant has outstanding.

Participants now paying off two separate loans will have both automatically made into one loan, reducing their two monthly repayments to one at a minimum ten per cent rate of repayment. All former "regular" loans will be reduced by the amount of unearned interest

(Continued on page 3)

Farmers Given Time To Plant, Cultivate Crops

Lago Management has agreed again this year to waive the AWOL policy for employees identified by the Aruba government as holding land upon which crops may be grown.

These employees will be allowed a total of four days off the job without pay prior to Jan. 1, 1957. Two of the four days are to be used for the planting of crops and should probably be taken immediately after the first heavy rain.

The remaining two days may be taken four to eight weeks later in order to cultivate the crops.

Because it is important that crops be planted as soon after a heavy rain as possible, employees will not be required to report to their foreman before taking the first two days off. However, permission should be obtained before taking the remaining two days off.

Employees eligible for time off to plant and cultivate crops are those identified by the island government as holding land upon which crops may be grown. Others interested in securing time off for farming must be certified by the government as holding arable land. The government will then notify the company which will put the name of the applicant on its approved list.



THIS IS A PICTURE of the negotiations which led to management-LEC agreement on the new work contract. The discussions lasted seven weeks.

ESAKI TA UN retrato di e negociacionnan cu a resulta den e combinacion entre Directiva y LEC pa e contract nobo. E discusionnan a tumata siete siman.

ARUBA ESSO NEWS

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GOOD NEWS FOR ARUBA came from this meeting. In its final legal hurdles were cleared for the construction of a new tourist hotel at Palm Beach, and the constitution of the founding company, "Araven," was signed. Those on hand for the event were, reading from left corner, C. H. Whitfield, president of the Merchants' Association; C. W. J. J. Heufke, notary; Lydia van Romondt, Phillip Mallen from Venezuela, at head of table; I. de Cuba and P. Croes, deputies; J. E. Irensquid, minister of finance, and Lt. Gov. L. C. Kwartzsz.

BON NOTICIA pa Aruba a bini for di e reunion aki. Aki den e ultimo obstaculonan legal a worde vencí pa construcion di un hotel nobo di turista na Palm Beach, y constitucion di e compania fundador, "Araven" a worde firmá. Esnan presente na e evento tabata, for di rohez pa drechi, C. H. Whitfield, presidente di Asociacion di Comerciantenan; C. W. J. J. Heufke, notario; Lydia van Romondt, Phillip Mallen di Venezuela, na cabez di e mesa; I. de Cuba y P. Croes, deputadonan; J. E. Irensquid, ministro di financia, y Gobernador L. C. Kwartzsz.

NEW ARRIVALS

August 2

GIEL, Benedicto - Mech.-Storehouse; A daughter
ROMBLEY, Alexander R. - Mech.-Machinist; A son, James Antonio

August 3

THOMAS, Gregorio - Floating Equipment; A daughter, Lydia Marianna
WEBB, Jacobo - Utilities; A daughter, Cira America
EADES, Norris M. - TSD; A son, Brent Mitchell

August 4

HASSELL, Alfred R. - Mason; A daughter, Olga Margaret
DIRKSZ, Dominico G. - Cracking; A daughter, Lourdes Josefina
WEBB, Francisco - Col. Operations; A daughter, Maria Auxiliadora
DANIA, Herman - Machinist; A son, Domingo

August 5

LEONCE, Helidore - Rec. & Ship; A daughter, Giselle Suzette

August 6

BOEKHOUDT, Domingo N. - Mech.-Garage; A daughter, Rosario Inoveva
STAMPER, Eusebio M. - Utilities; A son, Humphrey Roland

August 7

FELICIANO, Juan G. - Col. Maint.; A daughter, Alberta Myrna
TROMP, Ricardo C. - LOF; A son, Mario Ernesti

August 8

DIJKHOFF, Modesto - Boiler; A daughter, Maria Rosalinda
GIL, Ramiro - Mech.-Garage; A son, Rudolph
TROMP, Dominico - Welding; A son, Neris Harrold

August 9

LEE, Tia Kong - Esso Dining Hall; A daughter, Lillian Henrietta
ARENDZ, Adolfo M. - Electrical; A daughter, Clara Maria
LOUISON, Jane E. - Medical; A daughter, Gayle Denise
THOMAS, Francisco C. - Lago Police; A son, Ruben Juan

August 10

DANJE, Pedro - Pipe; A son
MADURO, Teofilo - C&LE; A daughter, Jolanda Livrada
LUIDENS, Dominico - Cracking; A daughter, Vinefrida Mercedes
GEERMAN, Bruno - Mech.-Electrical; A daughter, Lorencia

August 11

SERAUS, Simon M. - Yard; A son, Edmund Carl Jules
KUDLMAN, Francisco V. - Acid & Edel; A son, Juan Francisco
RITFELD, Frederick H. - Cracking; A daughter, Jennifer Regina

August 12

STERLE, David J. - TSD-EIG, A son, Stephen Joseph

August 13

VAN DER BIEZEM, Florantino M. - Cracking; A son, Juan Casino
KELLY, Bernardo - Utilities; A son, Brian Inocencio
VIERA, Pmanuel S. - Storehouse; A son, Ronald Selvin

August 14

BOEKHOUDT, Pedro H. - Boiler; A son, Ernard
REED, Silvain E. - Electrical; A son, Malcolm Roberto

Three Veteran Lago Employees Retire

Three employees, each with over 20 years of service with Lago, have retired recently. They are J. P. Hengeveld, levelman, C&LE; Ignocentio Croes, painter B, and Wenceslao Kelly, dockman, R&S-Wharves.

Mr. Hengeveld, a Hollander, was originally employed as an apprentice fireman on the stills in May, 1931 and worked in that job as operator, process foreman, houseman and levelman before he left service March, 1938. Returning to Lago in 1940 he worked in the Gas Plant and rose to process helper A. In July, 1943 he was promoted to levelman, the post he held at the time of his retirement Aug. 1.

Mr. Croes' service on retirement day (Aug. 1) totaled just over 27 years. That entire career was spent in Paint, where he served as helper, tradesman and painter B. For a few years, from August, 1936 to February, 1942, he worked as painter A.

The third of the retirees is Wenceslao Kelly who rolled up 22 years and nine months of Lago service before retiring Sept. 1. First employed as laborer in the Metal Trades Boiler & Tin Shop in October, 1933. Two years later he transferred to what was then called Marine Wharves as wharfinger. In 1951 he was promoted to Corporal C, and in October 1952 to corporal B.



W. Kelly

Schedule of Paydays

Semi-Monthly Payroll
Aug. 16 - 31 Saturday, Sept. 8
Monthly Payroll
Aug. 1 - 31 Monday, Sept. 10.

Owen ta Bai Studia Operacionnan di Seguridad na Europa

Gordon N. Owen, "Mr. Safety" di Lago, a worde selectá pa participa den e estudio di actividadnan di seguridad den refinerianan afiliá y otro operacionnan na Europa. E programa di estudio aki, cual lo necesita ausencia di Sr. Owen for di su puesto como Safety Division Head di Lago pa mas of menos tres y mitar luna, ta designá pa permiti un intercambio mutualmente benefico di filosofia, programan y metodonan administrativo involviendo seguridad. Tambe el lo worde pidi pa paga atencion particular pa actividadnan di manufacturacion y seguridad den ventas.

Hunto cu ne lo bai J. E. Jeffries, kende hopi veteranonan na Lago lo recorda como gerente di seguridad aki den e promer dianan di refineria. Awor Sr. Jeffries ta ingeniero di seguridad pa operacionnan di ventas di Esso Standard Oil.

Sr. Owen tin intencion di pasa dos of tres siman na New York cu Sr. Jeffries pa discuti partinan specifico di nan programa y pa bishita varios operacionnan di ventas. E fecha probable pa e vuelo di Europa ta Sept. 29.

Hopi Terranan Bishitá

E promer parada lo ta Inglatera. Owen lo pasa un siman na Fawley Refinery na Southampton; el lo reporta na London promer cu el bishita planta grandi cu e gerente di operacionnan. For di London el lo bula pa Hamburg Sept. 13, y bolbe bishita plantanan aki, y pasa un dia revisando e programa di seguridad na e refineria di Hamburg. El lo pasa casi un siman na Antwerpen y tres dia na Kopenhagen. Den e ciudad aki, y mas despues na Den Haag y Zurich, Sr. Owen lo paga atencion special na problemanan di ventas, y tambe inspecta operacionnan den planta. For di Nov. 11 te Nov. 16, e paar lo ta na Roma, unda trabao di seguridad den refineria lo worde studia. E ultimo parada lo ta Paris.

Esaki lo ta promer viaje di Sr. Owen pa Europa. El a bini Lago pa di promer vez na Augustus 1937, y for di e tempo te 1953 el a traha henteramente den seguridad. For di e tempo te na principio di anja el a ocupa varios posicionnan den Industrial Relations. Despues el a bolbe pa trabao di seguridad. El lo sali pa New York durante e promer siman di September.

Tres Veterano Empleado di Lago Ta Retira

Tres empleado, cada un cu mas di 20 anja di servicio cu Lago, a retira recientemente. Nan ta J. P. Hengeveld, levelman, C&LE; Ignocentio Croes, painter B, y Wenceslao Kelly, dockman, R&S-Wharves.

Sr. Hengeveld, un Holandes, a worde empleá originalmente como apprentice fireman den still na Mei 1931 y a traha den e posicion aki, como operator, process foreman, houseman y levelman promer cu el a laga servicio na 1938. Bolbiendo na Lago na 1940 el a traha den Gas Plant y a subi pa Process Helper A. Na Juli 1943 el a worde promoví pa levelman, e puesto cu el tabata ocupa na tempo di su retiro Aug. 1.

E servicio di Sr. Croes ariba su fecha di retiro (Aug. 1) tabata poco mas di 27 anja. Henter e carrera aki a worde pasá den Paint, unda el a traha como helper, tradesman y Painter B. Pa algun anja, for di Augustus 1936 pa Februari 1942, el a traha como painter A.

E tercer di e retiradonan ta Wenceslao Kelly kende a acumula 22 anja y nuebe luna di servicio cu Lago promer cu el a retira Sept. 1. Empleá promer como un peon den Metal Trades Boiler & Tin Shop na October 1933. Dos anja despues el a transferi pa loke e tempo tabata yama Marine Wharves como wharfinger. Na 1951 el a worde promoví pa Corporal C, y na October 1952 pa Corporal B.

Results Summarized

(Continued from page 1)

Hours and Overtime

A. A shift differential will be paid for the entire shift when 50 per cent or more of any regular shift is worked during other than normal day schedule hours.

B. A minimum of four hours pay at time and one-half will be paid for a "call back".

C. When a schedule change for an employee results in changing his scheduled day off, time and one-half will be paid for work performed on the first former day off.

Time and one-half will be paid for all hours worked in excess of eight in any 24-hour period, with such 24-hour period starting from the beginning of an employee's regular shift.

(Exceptions to "C" are when the situation occurs at the employee's request or as a result of representation functions.)

D. The company will inform the LEC of any work schedules affecting its constituents.

E. Irregular work schedules will be reviewed by management to determine whether revisions can be made that will minimize inconvenience to employees.

Ability Rating - Seniority

A joint committee of management and LEC will be established to study and develop a basis for giving recognition to service in job for promotions to occupations covered by the contract.

Layoff Allowance

For employees on the payroll since Aug. 31, 1948 and who are laid off before attaining 15 years service, layoff allowance will be increased by an amount equal to three per cent of their earnings since Sept. 1, 1948.

Vacations

Vacation time after 20 years of service has been increased to four weeks per year.

All employees will be allowed to accumulate all or part of their regular and bonus vacations up to a maximum of 13 weeks.

Wages

A. In fixed rated jobs a service premium of from three to five cents per hour, depending on classification, has been established for accumulated service in grade at intervals of five years, up through fifteen years.

B. It was agreed to change certain specified jobs from fixed rates to the Private Staff Monthly payroll.

C. Minimums were established for increases for merit and promotions for salaried employees. In the case of acting assignments, fixed percentage increases were established. (This change becomes effective Jan. 1, 1957.)

D. Rate increases were agreed to for certain specified jobs.

E. Management will meet with an LEC rate committee at agreed intervals to determine rates and classifications for new or substantially changed jobs during the period of the contract.

Working Conditions

A. Punching time cards will not be required for tradesman A or equivalent, tugboat personnel and uniformed Lago Police employees after Oct. 1, 1956.

B. Overtime lunch rules will be liberalized.

C. Rules governing issuance of gloves and coveralls will be standardized.

D. All employees will now receive pay during time spent in a first visit for non-industrial sickness or accident to the Employee Medical Center during scheduled working hours.

E. Transportation to and from a job site for Mechanical and Colony Service employees will be provided for a 14-day period instead of for three days, for employees temporarily assigned to work in outlying locations. Clearly defined areas will be established to which transportation will be provided.

F. The policy on time off for death in immediate family occurring away from Aruba has been liberalized.

Miscellaneous

A. Management agreed to study various possibilities for establishing a scholarship program and to continue discussion of the matter with the Council.

B. The company will expedite a current study on an in-plant feeding service to provide hot food for employees who wish to purchase it, and will review its findings and the possible establishment of such a service when the study is completed.



JOE PROTERRA, a fireball pitcher in bygone days, presents a trophy to Dodger manager James Bryson, signifying that his team is in Aruba what its namesake was to the world last year; champions. The Dodgers finished first in the AA Baseball League this year. Others in the picture are James Gibbs, Herman Figueira, master of ceremonies; and Bob Martin, Lago Sport Park Board Chairman.

Hopi Topico Discuti

Resumen di Provisionnan di Contracto

Un resumen di resultadonan di negociacion concluí Augustus 19 entre Lago Employee Council y directiva ta sigui. Presentá den forma corto, e no ta un relato oficial completo di tur puntonan cubri, pero pa informacion di lectornan ta indica factornan basico y principianan cu a worde combiná. Cambionan ta bira efectivo September 1 si lo contrario no ta stipulá.

Reduccion di Simon di 48 Ora

A. Cu sueldonan manteni, e siman di 48 ora pa trahadornan di warda a keda reduci te 44.8 ora, y e siman di 48 ora den dia y na oranan irregular a worde reduci te 45 ora.

Ariba base di combenio anterior cu LEC afectando tarifa pa operators y assistant operators, un ahustamento retroactivo lo worde haci: operators y assistant operators lo recibi pago pa overtime pa e oranan trahá en exceso di 44.8 pa siman for di Juni 1 pa September 1. Esaki lo ta mas of menos Fls. 262 pa operators y Fls. 225 pa assistant operators cu a traha tur e oranan di warda.

Tarifanan nobo pa ora a worde estableci pa mantene ganamentonan, inclusivo di abono pa trabao di warda, pa tur empleadonan kende nan siman di trabao a worde reduci

B. Un abono pa warda di 22¢ pa ora a worde estableci, cual ta pagable ariba mes base cu e anterior abono pa warda di 13-1/2¢ pa ora.

Ariba base di un combenio anterior cu LEC afectando e abono pa warda, un ahustamento retroactivo lo worde haci: empleadonan otro sino operators y assistant operators cu ta traha warda lo recibi e diferencia entre e 13-1/2¢ y e 22¢ pa cada ora trahá (pa cual un abono pa warda a worde pagá) for di Juni 1 pa September 1.

C. E siguiente ahustamentonan a worde haci den tarifanan di Mechanical, Colony Service y equivalente:

Tarifa Actual pa Ora - Den Dia	Ahustamento pa ora	Nobo pa Ora - Den Dia
Fls. 2.72	12¢	Fls. 2.84
2.415	10¢	2.515
2.065	7.5¢	2.14
1.87	6¢	1.93
1.74	5¢	1.79
1.625	5¢	1.675
1.48 (of mas abao)	5¢	1.53 (of proporcionalmente mas abao)

D. E siguiente ahustamentonan a worde haci den salarionan di Private Staff Monthly di empleadonan cu ta traha 45 ora pa siman den dia:

Salario Actual pa Luna	Ahustamento pa Luna
Te Fls. 400	Fls. 12
401 - 450	15
451 - 500	20
Mas di 500	24

E.-F.-G. Tarifanan pa empleadonan pagá pa dia, salarionan pa cierto empleadonan cu ta traha wardanan di 45 ora pa siman y cierto tarifanan non-standard pa empleadonan cu ta traha 49 ora pa siman den dia lo worde ahustá.

Reduccion di e siman di trabao di 48 ora ta furni empleo continuo pa mas of menos 100 empleado den Process Dept. kende lo mester a worde lay-off si e siman di 48 ora a worde manteni, e ta causa como 50 vacatura den e varios departamentonan door di e siman di trabao reduci, e ta duna oranan mas cortico di warda y un abono mas grandi, mehora tarifanan pa ora y pago pa overtime pa empleadonan cu sueldo fiho y ta establece un siman di trabao basico pa tur empleadonan di Lago.

Beneficionon

A. E contract nobo lo especifica cu plannan di beneficio existente lo no worde eliminá, suspendi, of deliberalizá durante periodo di e contract.

B. Directiva lo explora medionan pa duna mehor anuidad ariba base di contribucion di empleadonan.

C. Compania lo paga 70 por ciento di ganamentonan normal na empleadonan hospitalizá en vez di e 50 por ciento anterior, como beneficiacion di desabilidad pa tal periodonan manera ta worde stipulá segun poliza di compania.

Duccion

E contract ta uno cu "punto cerrá" pa e periodo di 18 luna entre September 1, 1956 te Februari 28, 1958, cu un provision pa discuti sueldonan Maart 1, 1957. Esaki ta nifica cu ningun di dos parti tin mester ta negocia cualkier parti di e contract pa 18 luna, cu excepcion di e specifico negociacion di sueldo.

Kehonon

Algun pasonan den e reglanan anterior pa trata keho a worde eliminá, e limite di tempo a worde stipulá pa cada paso, y otro mehoracionnan a worde haci.

Kitamento for di Trabao

A worde combiná cu LEC lo worde notificá por escrito a lo menos cinco dia promer cu e fecha efectivo di kitamento di un constituyente.

Dionon di Fiesta

A. Pago pa dia di fiesta lo worde substitui pa beneficiacion di desabilidad ora un dia di fiesta ta cai durante e periodo di desabilidad certificá, y e periodo di desabilidad lo worde extendi di acuerdo.

B. Dos y mitar vez e tarifa regular lo worde pagá pa tur oranan trahá en exceso di ocho ariba un dia di fiesta.

Oranon y Overtime

A. Un abono pa warda lo worde pagá pa henter e warda ora 50% of mas di cualkier warda regular worde trahá durante oranan otro sino oranan regular di trabao den dia.

B. Un minimo di cuatro ora di pago na tempo y mitar lo worde pagá na un empleado cu worde yamá pa bolbe na trabao.

C. Ora un cambio den warda pa un empleado resulta den cambio de su dia liber, tempo y mitar lo worde pagá pa trabao ariba e promer dia cu el lo tabata liber.

Tempo y mitar ta worde pagá pa tur oranan trahá en exceso di ocho den un periodo di 24 ora, y tal periodo di 24 ora ta cuminsa conta na principio di e empleado su warda regular. (Excepcionnan pa "C" ta ora e situacion socede ariba suplica di e empleado of como resultado

di funcionnan di representacion).

D. Compania lo informa LEC tocante cualkier horario di trabao cu ta afecta su constituyentenan.

E. Horarionan irregular di trabao lo worde revisá door di directiva pa determina si por haci cambionan cu lo reduci na un minimo inconveniencia pa empleadonan.

Roting po Abilidad - Senioridad

Un comité conjunto di directiva y LEC lo worde estableci pa studia y desaroya un base pa duna reconocemento pa servicio den trabao pa promocion pa ocupacionnan cubri door di e contract.

Abono di Loyoff

Pa empleadonan ariba payroll desde Augustus 31, 1948 y kende haya layoff promer cu nan cumpli 15 anja di servicio, abono pa layoff lo worde aumentá cu un suma igual na tres por ciento di nan ganamento desde September 1, 1948.

Vocacion

Tempo di vacacion despues di 20 anja di servicio a worde aumentá te cuatro siman pa anja.

Tur empleadonan lo worde permiti pa acumula tur of parti di nan vacacion regular y di bonus te un maximo di 13 siman.

Sueldo

A. Den trabaonan cu tarifa fiho un premio pa servicio di tres te cinco cents pa ora, dependiendo ariba clasificacion, a worde estableci pa servicio acumulá den e mes grado segun intervalo di cinco anja, te diez-cinco anja.

B. A keda combiná pa cambia cierto trabaonan specificá for di tarifa fiho pa Private Staff Monthly payroll.

C. Minimonan a worde estableci pa aumentonan di merito y promocionnan pa empleadonan pagá pa luna. Den caso di encargonan interino, aumentonan segun porcentaje fiho a worde estableci. (E cambio aki ta bira efectivo Januari, 1957).

D. A worde combiná cu cierto cambionan den tarifa pa cierto trabaonan specificá.

E. Directiva lo tene reunion cu un comision di tarifa di LEC segun intervalo combiná pa determina tarifa y clasificacionnan pa trabaonan nobo of grandemente cambiá durante periodo di e contract.

Condicionnon di Troboo

A. Tradesmen A of equivalente, personal di remolcador y empleadonan uniformá di Lago Police no tin mester di punch time-card despues di October 1, 1956.

B. Reglanan pa comida di overtime ta worde liberalizá.

C. Reglanan gobernando dunamento di handschoen y coverall lo worde standardizá.

D. Tur empleadonan lo recibi pago awor pa tempo di un promer bishita pa maleza of accidente no-industrial na Employee Medical Center durante oranan fiho di trabao.

E. Transportacion pa y for di lugar di trabao pa empleadonan di Mechanical y Colony Service lo worde duná pa un periodo di 14 dia of pa tres dia, pa empleadonan encargá temporariamente pa traha den sitionan leuw. Sitionan claramente definí lo worde estableci pa cual transportacion lo worde duná.

F. E poliza tocante tempo liber pa morto den familia imediata cu socede fuera di Aruba a worde liberalizá.

Diversos

A. Directiva a combiná pa studia varios posibilidadnan pa establece un programa di beca di estudio y pa sigui discusion di e asunto cu Council.

B. Compania lo apresura un estudio actual ariba servicio di alimentacion den planta pa empleadonan cu ta desea di cumpra cuminda cayente, y lo repasa e resultadonan y e posible establecimiento di un tal servicio ora e estudio ta cla.

Thrift Foundation

(Continúa di pagina 1)

Solamente un prestamo por ta afor na mes tempo, cual ta worde pagá na un razon mensual di a lo menos diez por ciento di ganamento regular. Un suma total te seis luna di ganamento regular por worde prestá sin duna ningun motibo; e total aki ta inclui e balance cu no ta pagá ainda ariba un prestamo anterior. Pa cumpra terreno, pa compra, traha of drecha un cas, of pa motibonan emergente serio un suma total (incluyendo e balance cu no ta pagá ainda ariba un prestamo anterior) te 12 luna di ganamento por worde prestá.

Un otro cambio ta den e intervalo di tempo entre prestamo. Un suma te seis luna di sueldo regular por worde prestá no mas liher cu cada seis luna; un suma mas di seis y te nueve luna di pago na un minimo intervalo di 12 luna; y sumanan mas cu nueve te 12 luna di ganamento na un minimo di 24 luna intervalo. Den cada caso e total cu por worde prestá ta inclui e balance cu no ta pagá ainda ariba un prestamo cu e participante tin afor.

Participantenan cu awor ta pagando dos prestamo separadamente, automaticamente lo haya tur dos prestamo haci den un solo prestamo, reduciendo nan dos pagonan mensual na un solo pago na un minimo di diez por ciento di nan sueldo. Tur anterior prestamo "regular" lo worde reduci cu e suma di intereses no ganá, y interes ariba e so-

Promotion Announced For John Halfaker

Named Sept. 1 to the post of marketing assisant was John J. Halfaker, transferred from TSD-Process. He becomes assistant to G. B. Francis who was recently made marketing representative following the transfer of G. E. Ohmer to Havana.



J. Halfaker

Mr. Halfaker began his Lago service in February, 1953 as junior engineer in TSD-Process, and worked later as engineer C and engineer B.

lo prestamo combiná lo ta tres por ciento pa anja ariba e balance cu no ta pagá.

Un excepcion ariba e reglanan revisá ta worde haci pa empleadonan cu awor ta pagando prestamo y kende podiser a planea pa haci un otro prestamo regular den futuro cercano. Esnan cu tin un balance di prestamo cu no ta pagá ainda cu ta mas grandi cu tres luna di ganamento normal por presta te tres luna di ganamento na efectivo contal cu e total di e prestamo nobo no ta pasa e limite di 12 luna. E excepcion aki pa un solo vez por worde usá cualkier ora promer cu September 1, 1957.

Lago Stands Second In NSC Safety Contest

Lago is still running second in the safety contest for oil companies operating more than 250,000 man-hours a month. In first place is the Lion Oil Company of El Dorado, Ark., with a frequency rate of .65, compared to Lago's .73. The same companies finished one-two in the standings for the entire year 1955.

The report covers operations through June. Lago's frequency through July was .86.

The first five companies and their frequency rates are Lion Oil Co., .65; Lago Oil & Transport Co., Ltd., .73; Socony Mobil Co., 1.16; Humble Oil Refining, 1.61, and Standard Oil, Chicago, 1.66.

The average frequency rate for the 20 companies reporting was 7.69.

Aruba Residents May Accept Collect Calls

Arrangements have been completed between the Government radio and telegraph service and American Telephone and Telegraph to permit telephone calls to be received here on a collect basis.

The called party in Aruba must indicate before the call is completed that he will accept the charges.

Should the originators of overseas telephone calls, or persons accepting the collect calls, feel that a claim for reduction or cancellation of charges is warranted due to poor connection, or inability to hear or be heard, they should file claim immediately with the Government operator by dialing 1910 or 1911 on the outside exchange.

Thrift Foundation

(Continued from page 1)

and interest on the new single combined loan will be three per cent per year on the unpaid balance.

An exception to the revised regulations is being made for employees now paying off loans who may have planned on making another regular loan in the near future. Those having an unpaid loan balance greater than three months' regular earnings at the time of their next loan application may borrow up to three months earnings in cash so long as the total new loan does not exceed the 12 months limit. This once-only exception may be used any time before Sept. 1, 1957.

Karl Hohlund Ta Retira

Captain Karl Hohlund, bien conocido oficial di poliz na Lago, a retira Augustus 24 y a sali pa Estados Unidos. Tras di dje a keda un servicio di poco mas cu 31 anja.

For di Juli 1924 pa October 1926 el tabata empleá door di Marine Department di Jersey Standard, y despues el a traha pa Pan American Petroleum. El a worde empleá door di Lago na Mei 1930 como chofer di truck, y a subi for di watchman pa assistant chief watchman y a worde promovi pa police captain na Juli 1943.

Rosindo Henricus

Rosindo Henricus, welder helper B, a muri September 2. Un graduante di klas di 1950 di LVS, el tabatin casi seis anja di servicio cu Lago. El tabatin 20 anja y a laga atras su mayornan.



THE PARENTS of Mario Croes, Lago Vocational School scholarship winner, were at the airport to bid their son farewell; it was the first time he had ever left them. Mr. Croes is a retired Lago employee.

E MAYORNAN di Mario Croes, ganador di beca di Lago Vocational School, tabata na aeropuerto pa tuma despedida di nan yiu, e promer vez cu el a kita for di nan. Sr. Croes ta un empleado pensioná di Lago.



SCHOLARSHIP Winner Arturo Thijsen says goodbye to his parents and friends. The trip northward was also the first for Arturo. Both his father and brother (left) are Lago employees.

GANADOR di Beca di Estudio Arturo Thijsen ta tuma despedida di su mayornan y amigonan. E viaje norte tabata di promer pa Arturo tamhe. Tanto su tata y ruman (robez) ta empleadonan di Lago.

Students Sing September Song

And a very familiar tune it is come September-time every year and campus bells peal out melodious tones summoning students back to desks, books, unsympathetic (so it always seems) professors, coke dates and psychology 108. For eight Lago employees it will be a tune with a new twist since these eight young men will be entering schools in the United States.

Six of the eight are entering colleges while two, Arturo Thijsen and Mario Croes, are this year's Allentown High School scholarship students. The two boys accompanied by W. H. Meskill, Lago Vocational School principal, left Aruba Aug. 28. They are scheduled to begin Allentown studies Sept. 4. The usual fanfare accompanied their departure at Princess Beatrix Airport. Parents and friends were on hand to bid the two scholarship students Godspeed.

Leading the Stateside college movement are Marciano Angela and Hendrik Barenó. Both former Lago Vocational School scholarship winners, they are bound for Cornell University, Ithaca, New York, on Teagle Scholarships. Others headed northward to school are Camille Peterson, Indiana Technical College; Raphael Hodge, Howard University; Laurencio Pom, Southeast Missouri State College and Percy Brunings, Tuskegee Institute.

The exception to all the college activity on this page is the Aruba Technical School graduates. They finished up a Lago instruction program that covered English, arithmetic, industrial, background and health. And upon completion of these courses, they took their places in the refinery.

Y e ta un tono masha familiar asina tempo di September yama do studiantenan atrobe pa mesa, buki insimpatiko (asina ta parce semper) profesornan, bebemento di coke y psycologia 108. Pa ocho empleado di Lago e lo ta un tono nobo como e ocho hobennan aki lo drenta school na Estados Unidos.

Seis di e ocho ta drenta colegio mientras dos, Arturo Thijsen y Mario Croes, ta e ganadornan di e anja aki di e becanan di estudio pa Allentown High School. E dos hobennan acompaña pa W. H. Meskill, director di Lago Vocational School, a laga Aruba Aug. 28. Nan ta principia nan estudio na Allentown September 4. E fanfare di costumber a acompaña nan salida for di aeropuerto. Mayornan y amigonan tabata presente pa tuma despedida for di e dos studiantenan.

Na cabez di e movimiento pa colegio ta Marciano Angela y Hendrik Barenó. Tur dos anterior ganadornan di beca di Lago Vocational School, nan ta na camina pa Cornell University, Ithaca, New York, cu becanan Teagle. Otronan na camina pa norte ta Camille Peterson, Indiana Technical College; Raphael Hodge, Howard University; Laurencio Pom, Southeast Missouri State College y Percy Brunings, Tuskegee Institute.

E excepcion ariba tur e actividad di colegio ariba e pagina aki ta e graduantenan di Arubaanse Technische School. Nan a caba un programa di instruccion na Lago cu tabata cubri Ingles, reekmento, desaroyo industrial y salud. Nan a completá e cursonan aki luna pasá.



THE EIGHTH pair of Allentown scholarship winners, Mario Croes (top) and Arturo Thijsen (bottom), leave Aruba accompanied by W. H. Meskill.

E DI OCHO paar di ganadornan di beca di estudio pa Allentown, Mario Croes (ariba) y Arturo Thijsen (abao) ta laga Aruba acompaña pa W. H. Meskill.



SIX college-bound students (left) brush up on trigonometry under the guidance of Lago Vocational School Instructor Colin Batson. They also received English instruction from Instructor R. Morrison. Getting briefed on life at Cornell are Marciano Angela and Hendrik Barenó (right). Briefing the Teagle Scholarship students is Patty Pakozdi, a sophomore at the Ithaca school.

SEIS estudiante pa colegio (robez) ta repasá trigonometria bao guia di Colin Batson, instructor di Lago Vocational School. Tambe nan a recibí instruccion Ingles for di R. Morrison. Marciano Angela y Hendrik Barenó (banda drechi) ta tende Patty Pakozdi.



UK Students On the Rise

As a sidelight to the Aruba students leaving for the United States and college, the Association of the Universities of the British Commonwealth reports that students from Colonial and other countries of the commonwealth are increasing in number. A good share of the increase is being made by industrious scholars of the Caribbean.

This year over 430 students from the British West Indies have enrolled in United Kingdom universities and university colleges. These students are all enrolled for full-time study or research. High on the list of countries sending students are Trinidad and Tobago, 147; British Guiana, 83; Jamaica, 105, and Barbados, 35.



GRADUATES of the Aruba Technical School graduate again. This time it's upon completion of a one year Lago course that consisted of English, arithmetic, industrial background and health. Shown addressing the students is Frank M. Scott of the Training Division. Following this graduation the students took over their new positions in the Mechanical, Technical Service and Colony Service Departments.

GRADUANTENAN di Arubaanse Technische School ta gradua atrobe. E biaha aki ariba completacion di un curso di un anja na Lago cu ta consisti di Ingles, reekmento, desaroyo industrial y salud. Munstrá adresando e grupo ta Frank M. Scott di Training Division. Despues di e graduacion aki e studiantenan a tuma nan posicionnan nobo den Mechanical y Technical Service.

When a man is close to the bottom

Alcoholics Anonymous May Save The Chronic Drinker

When a man has run through the successive stages of alcoholism, one of two things may happen to him. Either he suffers a complete breakdown, or else comes at last to realize that liquor has beaten him, and he needs strong outside help if he is to regain his self-respect and arrest his alcoholic behavior.

Having arrived at the decision to break away from liquor, the drinker can find the help he needs in several places: a family friend, a clergyman, a doctor, Alcoholics Anonymous. Primarily, though, he stands in need of medical help, and next the sympathy and encouragement of AA. In Aruba, both sources of support are available.

Dr. Robert Turfboer, Lago's industrial and mental hygiene physician, has been quite active in counselling and helping alcoholics rehabilitate themselves, and was largely instrumental in organizing the Divi-Divi group, the local chapter of Alcoholics Anonymous. Another actively in the field is Dr. J. P. Braat, Aruba psychiatrist; both men are

also busy in the work of the Aruba Society to Combat Alcoholism.

Ahead of the problem drinker seeking rehabilitation is a long road. Years of prolonged drinking have shattered his health and emotions. Therefore the program must begin with building up physical health. The doctor starts with dosage of multivitamins and vitamin B complex, plus organizing a schedule of proper rest and nourishment.

At the same time, but only when the patient desires it, the doctor may begin administering a drug called Antabuse. Taken regularly over a period of time carefully controlled by the physician, it renders a person so sensitive to liquor that he cannot drink without becoming violently ill. But not even the prolonged use of the drug is the solution to alcoholism. Its prime value is that it provides the alcoholic with a period of sobriety--breathing space--to increase his ability to cope with life, and so eliminate or at least understand the situations which perhaps caused his drinking in the first

place.

The major part of the rehabilitation is association with Alcoholics Anonymous. In Aruba this is a growing, active group. Supporting its work are doctors, lawyers, clergy, from all of the principal faiths, and police officials. Men from all walks of life are members; some have returned to a normal way of life, others are working hard at it, still others have just joined the group. From every member to every other member there is a tie of sympathy and mutual help. During the meetings, for example, members will describe their own alcoholic experiences and how they are fighting to break off their drinking. Sometimes non-alcoholics will address the group.

No one feels ashamed or embarrassed to show up at an AA meeting. Every member in the room knows what the new man is going through. Then and at any time, they offer their mutual support. Part of that support is the personal man-to-man

contact between the old member and the new, especially at those times when the new man wants a drink desperately. At such times, every AA is on call to help the man, to stay with him for hours if necessary until the desire to drink fades; no alcoholic need ever face that temptation alone. Strength and sympathy, the two things an alcoholic most needs, are available in quantity within AA.

The Aruba group, which meets in Lago's Reception Center, is now a

year old. Like every chapter, it is neither for nor against liquor; it is for the alcoholic. Three public meetings in the past year have focussed public attention on the work of the group, and attendance at the closed meetings has shown a gratifying rise. Already about 50 members have stopped drinking.

In the next article in this series, some other aspects of the cost of alcoholism will be examined to show that financial ruin may accompany physical ruin.

Ora un homber ta cerca e bom

Alcoholics Anonymous por Yuda Rehabilita e Bebedor Chronico

Ora un homber a pasa door di e un di dos cos por socede cu ne. Sea etapanan sucesivo di alcoholismo, el ta sufrir un quiebra completo, of por ultimo el ta realiza cu licor a batie'le, y cu el di mester di ayudo fuerte di pafor si el kier bolbe gana respet pa su mes y para su conducta alcoholista.

Ora el a yega na e decision di parti cu bebida, e bebedor por haya e ayudo cu el tin mester den varios lugar: un amigo, un clero, un doctor, Alcoholics Anonymous. Primeramente, el tin necesidad di ayudo medico, y despues simpatia y animacion di AA. Na Aruba, tur dos fuente di ayudo ta presente.

Dr. Robert Turfboer, medico di hygien mental y industrial na Lago, ta hopi activo den conseha y yuda alcoholistanan rehabilita nan mes, y pa un gran parti tabata instrumental den organizacion di e grupo di Divi-Divi, e seccion local di Alcoholics Anonymous. Un otro cu ta activo den e terreno ta Dr. J. P. Braat, psiquiatrista di Aruba; ambos hom-

ber ta activo tambe den trabao di e Sociedad pa Combati Alcoholismo.

Dilanti e bebedor viciá buscando rehabilitacion tin un camina largo. Anjanan di bebemento duro a rebati su salud y emocionnan. Pesey e programa mester cuminsa cu fortifica salud fisico. E doctor ta cuminsa cu dosaje di multivitamins y vitamin B complex, plus organiza un horario di propio sosiego y alimento.

Na mes tempo, pero solamente ora e paciente ta desea, e doctor por cuminsa administra un remede cu yama Antabuse. Tumá regularmente over di un periodo di tempo controlá cuidadosamente door di e doctor, e ta haci un persona asina sensitivo pa licor cu el no por bebe sin bira terriblemente malo. Pero ni uso prolongado di e droga ta solucion pa alcoholismo. Su valor primero ta cu e ta duna e alcoholista un periodo di sobriedad -- pa aumenta su abilidad pa enfrenta bida, y asina elimina of a lo menos comprende e situacion cu podiser a causa su bebemento den promer instancia.

E major parte di e rehabilitacion ta asociacion cu Alcoholics Anonymous. Na Aruba esaki ta un grupo activo cu ta crece. Apoyando su trabao ta doctornan, abogado, clero di tur e gremionan principal, y oficialnan di poliz. Hombernan di tur rangonan di bida ta miembro; algun a bolbe pa un modo normal di bida, otro ta trahando duro den e direccion aki, otronan a caba di join e grupo. Entre cada miembro un cu otro tin un lazo di simpatia y comprendemento, y un sentimento di ayudo mutuo. Durante e reunionnan, por ehemplo, miembronan ta describi nan mes experiencianan alcoholico y con nan ta bringando pa vence nan bebemento. A veces no-alcoholistanan tambe ta dirigi palabra na e grupo.

Ningun hende mester tin ripara of verguena pa aparece na un reunion di AA. Cada miembro den e sala sabi door di loke e homber nobo ta pasando. Anto, nan un momento, nan ta ofrece nan sosten mutuo. Parti di e sosten ta e contacto personal di



THE IDEA BEHIND AA is that one member will help another over the rough spots... the time when he craves a drink.

E IDEA TRAS di AA ta cu un miembro lo yuda e otro ora nan yega na caminda duro... e ora cu e tin gana di tuma un biler.

homber cu homber entre e miembro bieuw y e nobo, especialmente na e momentonan cu e homber nobo kier bebe desesperadamente. Na tal temponan, cada AA ta prepará pa yuda e homber, pa keda cu ne oranan largo si ta necesario te ora e deseo di bebe pasa; ningun alcoholista tin mester di wanta e tentacion na sol. Forza y simpatia, e dos cosnan cu un alcoholista tin mester mas tanto, ta disponible na cantidad cerca AA.

E grupo di Aruba, cual ta tene reunion di Centro di Recepcion di

Lago, ta net un anja bieuw awor. Mescos cu tur seccionnan el no ta na favor ni contra licor; e ta pa di e alcoholista. Tres reunion publico den pasado a dirigi atencion publico ariba trabao di e grupo, y atencion di e reunionnan cerá a muntra un progreso gratificante. Como 50 miembro a stop di bebe caba.

Den e siguiente articulo den e serie, algun otro aspecto di e costo di alcoholismo lo worde examiná pa muntra cu ruinaacion financiero por acompaña yudacion fisico.

50 Suggestors Share June's Fls. 2420 Total

Fifty employees shared in the Fls. 2,420 distributed through the Coin Your Ideas plan during June, with a top individual award of Fls. 600 and with one employee netting Fls. 105 from five accepted suggestions.

J. Woods of the Commissaries earned the top award of Fls. 600. J. F. Mauricio of EIG received Fls. 150 as a supplemental award. In the multiple award category C. F. Mapp of Light Oils Finishing, with five separate awards in June, nearly duplicated his feat of the previous month when he had six in one month. In the month. In the June list he had four of Fls. 20 and one giving him Fls. 25.

The full June list follows:

Accounting	
H. Geerman	Fls. 25
Colony Service	
J. Woods	Fls. 600
C. S. - Commissaries - Close both commissaries at regular closing time on Saturday preceding a Monday holiday.	
G. J. Tjon-A-Tsien	Fls. 20
Ind. Rel.	
M. Lae	Fls. 35
Mrs. C. Bislip	Fls. 30
Mrs. N. Le Grand	Fls. 20
Lago Police	
F. E. Romney	Fls. 35
Mech. Admin.	
Miss L. D. Every	Fls. 25
H. C. Cornet	Fls. 20

Machinist	
R. Lo A Njoe	Fls. 75
Mech.-Machine Shop. Fabricate jig as per sketch to hold 90° elbows on boring mill.	
J. Hodge	Fls. 60
Mech.-Adm. & Strhse. Stock taper shank drills with carbide tips to be used when reaming tubes of regenerator at PCAR.	
P.-Cracking. No. 5 C. U. Install removable plate equipped with gasket & socket head cap screws on the stuffing box water jackets of pumps No. 1100 & 1101.	
Instrument	
J. F. Tromp	Fls. 150
Mech.-C&Z. Use sound power telephone hand set to identify thermocouple wires plant wide.	
A. F. Croes	Fls. 40
Cleanout	
G. de Cuba	Fls. 30
Electrical	
A. Arends	Fls. 40
F. R. Lo-Fo-Sang	Fls. 25
Metal Trades	
L. Lacle	Fls. 25

Pipe	
E. Ruiz	Fls. 35
Carpenter	
C. Nicholas	Fls. 20
Paint	
J. B. S. Xavier	Fls. 35
Process C&E	
G. P. Koolman	Fls. 30
T. Maduro	Fls. 30
T. Ras	Fls. 30
Cracking	
S. De Abreu	Fls. 50
P.-Gas Oil Transfer Pumphouse. In-	

Sugerencia ta Trece Fls. 2,420 pa 50

Cincuenta empleado a parti den e Fls. 2,420 reparti door di e plan di Coin Your Ideas durante Juni, cu e premio individual mas halto siendo Fls. 600 y cu un empleado recibiendo un total di Fls. 105 pa cinco idea adoptá.

J. Woods di Comisario a haya e premio mas grandi di Fls. 600. J. F. Tromp di Instrument a recibí un premio inicial di Fls. 150, y O. J. Mauricio di EIG a recibí Fls. 150 como premio suplemental. Den e categoria di premio multiple C. F. Mapp di Light Oils Finishing, cu cinco diferente premio na Juni, casi a duplica su acompleto di e luna anterior ora cu el tabatin seis den un luna. Den luna di Juni el tabatin cuatro di Fls. 20 y un di Fls. 25.

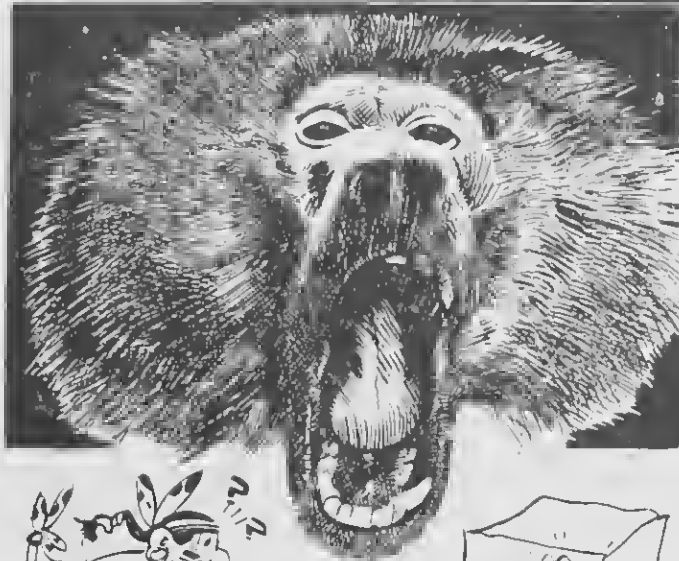
stall a line from discharge of P. O. Pump to 16" AM. Vac. G. O. line after block valve on line to R. & S.	
M. J. Buiser	Fls. 40
A. De Nobriga	
R. C. Abendanon	Fls. 40
E. Tromp	Fls. 30
S. Solognier	
M. de Cuba	Fls. 25
R. C. Abendanon	Fls. 25
B. T. Hofijzer	Fls. 25
I. Feliciano	Fls. 20
Q. Wolter	Fls. 20
LOF	
F. S. Kelly	Fls. 30
J. M. Duzant	Fls. 30
R. Wever	Fls. 25
H. V. Besselink	Fls. 25
F. E. Groeneveldt	Fls. 25
R. Anthony	Fls. 25
C. F. Mapp	Fls. 25
M. Wanopa	Fls. 25
C. F. Mapp	4 @ Fls. 20
A. Kock	Fls. 20
P. Ras	Fls. 20
F. E. Groeneveldt	Fls. 20
Utilities	
J. H. C. van Volleveldt	Fls. 30
P. D. C. Lave	Fls. 25
I. Campbell	Fls. 20
T.S.D.	
E.I.G.	
O. J. Mauricio	Fls. 150
TSD-EIG. New method for pulling remotomike through furnace tubes.	
Laboratory	
H. A. Lopez	Fls. 30

SERVICE AWARDS

20-Year Buttons	
Oswald L. Richardson	Harbor Floating Equip.
Cayelano D. Manuela	Medical
Mrs. Nita E. Paul	Medical
John Emanuel Lake	Mech.-Machinist
Pablo van der Biezen	Mech.-Tin
Jose F. Wever	Mech.-Machinist
Evaristo Arends	Mech.-Mason & Insulator
Narciso Kock	Mech.-Garage
Nicasio S. Zara	Process-LOF
Ciriaco Thijsen	TSD-Lab 2
Perucho V. Schotborg	TSD-Lab 1
Mrs. Maria N. Maduro	Col. Serv.-Laundry
10-Year Buttons	
Arnomandl M. de L'Isle	Storehouse
Irving A. Richardson	Yard
Willem C. Cairdo	Electrical
Fitzgerald J. Cyril	Paint
Emile Damaze	Yard
Peter Rodriguez	Electrical
Leoncio S. Faro	Yard
Elijah S. Bobb	Electrical
John B. D. Xavler	Paint
Lambert F. Richinson	Process-Rec. & Ship.
Augustin Ras	Lab. 1
Miss Mildred B. Wightwood	Col. Serv. TSD
James E. Kirwin	Col. Operations
Ramon L. Ramirez	Col. Operations
Saly E. Haime	Col. Maint.
Dieterick Cr. J. Smith	Laundry
Miss Leonie E. Calnes	Laundry
Sixto F. Croes	Laundry

Boys and Girls Page

ZOO'S WHO



BABOONS ARE VERY FOND OF HONEY BUT THEY WILL NOT RAID A BEE NEST EXCEPT DURING THE CHILLY HOURS OF DAWN WHEN THE BEES ARE COLD AND INACTIVE..



THE WORLD'S OLDEST KNOWN FOOTPRINT, FOUND IN THE DEVONIAN SANDSTONE OF PENNA., IS ESTIMATED TO BE ABOUT 350 MILLION YEARS OLD..

MOST FROGS CAN SURVIVE THE ORDEAL OF BEING FROZEN IN A CAKE OF ICE..

Poco Animalnan tin Amigonan Masha Stranjo

Animalnan tin vez ta drenta amistad cu otro. Si bo ta corda bo Bijbel, bo por recorda e asociacionnan amistoso di varios animalnan describi den Isaiah. Enscenanan manera eseynan a socede den casnan, jardinan zoológico y laboratorinan científico tur camina di mundo.

Por ehemplo, pushi y djaca -- cu ta considerá como enemigonan natural -- a biba hunto den harmonia, asina National Geographic Society ta bisa. Un club di pushi na New York algun anja pasá ta muntra un pushi pintá comiendo cu un djaca blanco. Na California, un pushi chikito di Siam y un djaca blanco tabata amigo di wega.

Cu ayudo di hende, animalnan di mondi tin vez ta asocia cu bestianan di cas, posiblemente pa corre soledad. Un entrenador Ingles a reporta cu el a pone un cachó di raza Labrador di nueve luna bieuw den haula di un leon. E leon a hule e cachó, lembe su cara, y nan a bira amigo mes ora.

E mes cachó a bai jaag cu un leopard di 18 luna. E entrenador a purba un otro experimento den relacionnan cu bestia. El a pone e haulanan di leon y di leopard hunto asina cu nan dos por a conoce otro. Ordinariamente leon cu leopard no ta uni henteramente cu otro, pero e dosnan aki tabata e excepcion; nan a bira asina carinioso cu nan por a biba den e mes haula.

Den un jardin zoológico, un rhinoceros nobo capturá a cuminda tabata hunga cu un olifante chikito gusta un biná. Un otro rhinoceros y algun cabrito. No mucho tempo pasá un linea aerea Holanda a declara cu olifantenan ta gusta tin galinja cu ta canta banda di dje pa calma nan ora nan ta den aire.

Algun vez un atakador ta spaar su victima, y despues tur dos ta bira amigo. Den e jardin zoológico un hermelijn a come tur djaca bruin excepto un, su amigo; un otro jardin zoológico tabatin colebra cu ta come raton -- tur excepto un. Den un museo di Michigan un wezel a nenga di come su cuminda, un raton blanco, y mas despues e dosnan a come hunto.

Den mondi, segun otro autoridadnan, tin ainda mas sociamento. Antilopnan cu cacho skerpi ta come yerba hunto cu bestianan manso, zebnanan ta join cabainan manso; yaks, antilooop y cabai ta socia; bufalo ta mezcla cu olifante; y algun vez aveztrus ta worde haya hunto cu babon.

Mas cu un jardin zoológico a yega di usa cachó pa cria leon chikito. Na Australia un cachó bieuw di warda carner a cria un leon chikito. Ora e leon a crece, e cachó tabatin asina un influencia ariba dje cu nan mester a worde separá. Bishitante nan tabata keha cu e cachó tabata menaza e leon!

Western Woman Made Lonely, Brave Ride

One of the most amazing and courageous rides in western history was made by a young woman named Mary Jane Luster who, captured by Indians, rode five hundred miles alone through hostile territory to gain her freedom.

In the spring of 1867 Comanche Indians raided the home of a settler on the Colorado River in Texas. When the attack came the men of the family were away, and the mother was holding her baby and talking to Mary Jane, a widow. Two children were playing in the yard.

During the attack the mother and baby were killed and Mary Jane and the two children were carried away as prisoners. For several days and nights the band traveled as fast as their horses could carry them, stopping only a few minutes at a time to let their horses snatch mouthfuls of grass. When the Indians decided that pursuit could not catch up with them and stopped to sleep, the captives were completely exhausted.

But Mary Jane had been thinking and planning. She realized that she could not take the children with her if she escaped, so she had to leave



them with the Indians, resolving to rescue them later. Fighting to stay awake that night, she waited until the Indians slept. Then she caught the fastest pony in the camp and edged him away. For 36 hours she rode the horse as fast as he could travel. The second night wolves followed her, snapping at the horse's

heels. At daybreak the wolves left, but the exhausted horse could no longer walk. Mary Jane fastened one end of a leather thong around her waist and the other around the horse's neck, and dropped on the ground to sleep.

After a few hours she was roused by the sound of voices. She opened her eyes and her heart sank; all around her stood Kiowa Indians. She was a captive once more.

But she was a hardy, stubborn soul, and she planned to escape again. One day a raiding party came back with green corn that they could only have gotten from a white settlement. Since the party was gone six days, Mary Jane knew there were friends within a three days' ride.

Then one night she got away again, crossing a flooded river to make good her escape. And this time she was successful; she met a wagon train, and later arrived in Council Grove, Kansas. From there, after much effort, she was able to fulfil her promise to ransom the two children with whom she had been captured.

Animals Make Strange Friends

Animals sometimes strike up friendships with each other. If you remember your Bible, you can recall the friendly associations of different animals described in Isaiah. Scenes similar to these have occurred in homes, zoos and scientific laboratories all over the world.

For example, cats and rats--thought of as natural enemies--have lived together in harmony, says the National Geographic Society. A Cat Club show in New York a few years ago featured a tabby cat eating with a white rat. In California, a Siamese kitten and a white rat were playmates.

With the aid of man, wild animals at times befriend domesticated creatures, possibly to dispel loneliness. A British trainer reported that he placed a nine month old Labrador dog in a lion's cage. The lion sniffed the dog, licked its face, and they became fast friends.

The same dog hunted with an 18 month old leopard. The trainer tried another experiment in animal relations. He placed the lion and leopard cages together so that the two big cats would get acquainted. Ordinarily lions and leopards do not get along at all, but these two were the exception; they became so friendly that they shared a cage.

At one zoo, a newly captured rhinoceros took a liking to a young white-bearded gnu. Another rhino played about with a smaller elephant and some goats. Not long ago a Dutch airline disclosed that elephants like to have cackling fowls along to soothe them while they are airborne.

Sometimes a predator spares its prey, and later both become com-

BASEBALL BENCH

- 1) You remember that the Dodgers finished first last year. But can you recall the order in which the other teams finished?
- 2) Which baseball manager, past and present, won the most pennants in the major leagues?
- 3) Which player appeared in the most World Series games?

Answers

- 1) It was Brooklyn, followed by Milwaukee, New York, Philadelphia, Cincinnati, Chicago, St. Louis and Pittsburgh.
- 2) If you guessed Casey Stengel, you guessed wrong. It was John McGraw who, between 1904 and 1924, won 10 pennants with the New York Giants. Joe McCarthy, Connie Mack and Miller Huggins all won nine.
- 3) Phil Rizzuto, who has played in 52 World Series games, including last year's.

patible. In a Swiss zoo a stoat ate all brown rats but one, its friend; another zoo had some snakes which ate mice--all except one. In a Michigan museum a weasel refused to eat his meal, a white mouse, and the two later ate together.

In the open, according to other authorities, there is even more socializing. Prong-horned antelopes graze with tame cattle, wild zebras join domesticated horses; yaks, antelopes and horses mingle; wild buffalo mix with elephants, and sometimes ostriches are found with baboons.

Mary Luster a Haci Un Viahe Solitario

Un di e coridanan mas sorprendente y valente den historia occidental a worde haci door di un muher hoben cu yama Mary Jane Luster kende, capturá pa Indiannan, a corre cinco cien milla su sol door di territorio di enemigo pa gana su libertad.

Na principio di 1867 Indiannan Comanche a ataca cas di un settler canto di Rio Colorado na Texas. Ora e atake a bini e hombernan di cas tabata afor, y e mama tabata teniendo su yiu chikito y papiando cu Mary Jane, un viuda. Dos mucha chikito tabata hunga den curá.

Durante e atake e mama y su yiu a worde matá y Mary Jane y e dos muchanan a worde hibá como prisionero. Varios dia largo e banda tabata viaja asina rapido cu nan cabai por a biba nan, parando solamente algun minuut cada vez pa laga nan cabai come un boca di yerba. Ora e Indiannan a decidi cu persigucion no por alcanza nan mas y a para pa drumi, e prisioneronan tabata completamente molestia.

Pero Mary Jane tabata pensa cu el no por hiba e muchanan cu ne si el salba, pesey el mester a laga nan cerca e Indiannan, y purba salba nan despues. Bringando pa keda anta e dia anoché, ela warda te ora e Indiannan a bai sonjo. E ora el a busca e cabai mas rapido den e campamento y a laga sali. 36 ora largo el a corre e cabai con duro cu e por a bai. E segunda anoché lobonan a sigui'e pegá cu e lobonan e cabai. Ora di dia a habri e lobonan a kita. Pero di cabai cansá no por a camna mas Mary Jane a mara un punto di un faha di cuero rond di su cintura y e otro rond di nek di e cabai, y a cai na suelo pa drumi.

Despues di algun ora zonido di stem a lante'le. El a habri su wowo y su corazon a hera para; tur rond di dje tabatin Indiannan Kiowa. El tabata prisionero atrobe.

Pero el tabata un hende cabez duro y brio y ya el tabata planea pa scapa atrobe. Un dia un banda cu a haci atake a bolbe cu maishi berde cu nan por a haya solamente for di un campamento di blanco. Como e banda a keda seis dia afor, Mary Jane tabata sabi cu tabatin amigo blanco na tres dia di careda.

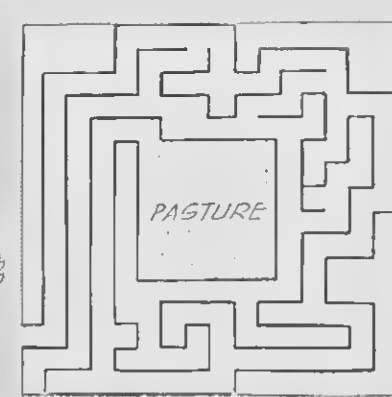
Un dia anoché el a bolbe huy, cruzando un rio yen pa completa su libertad. Y e biaha aki el tabatin exito; el a topa un trein y despues a yega Council Grove, Kansas. For di aya, despues di hopi esfuerzo, el por a cumpli su promesa y compra e dos muchanan cu a worde capturá hunto cu ne.

Try This...



WHAT'S WRONG?

CAN "BOSSIE" GET IN TO PASTURE?



MEOW! KEPE OFF THE GRASS

- ANSWERS
1. DOG MEOWING
 2. BICYCLE WHEEL ON CAR
 3. SHOES ON GIRL MISTAKES 8. SHORT TROUSER LEG
 4. CLOTHESLINE OVER STREET
 5. CHINESE TALK
 6. ONE WING ON BIRD
 7. BOY BARE-FOOTED
 8. DIFFERENT LEAVES ON TREE
 9. ANG SPELLED SIGN